

# Labor Categories

DESIGN & ENGINEERING SUPPORT PROGRAM (DESP II)

## LABOR CATEGORIES

### PERSONNEL QUALIFICATIONS

The contractor shall employ qualified personnel according to the categories listed in the following table, to perform the specific tasks delineated for each individual task order. An accredited school of engineering shall confer engineering degrees.

These labor categories represent the Government's currently known labor categories and experience/education requirements and are provided for information purposes only. Offerors may propose alternate or additional labor categories if they will be required in the performance of this contract. Any changes to the labor categories should be documented as directed in paragraph 5.1 of provision 9952.900-L900.

Following contract award, waivers to the education requirements may be granted on a case-by-case basis. Each waiver, if granted, is only applicable to the individual task order for which it is submitted. The Task Order Initiator and the Contracting Officer, prior to award, must approve waivers **before** contractor begins work under the task order. Within each waiver, the contractor will be required to demonstrate the benefits of using personnel that do not meet the requirements within the labor categories. The waiver process is outlined in the DESP II User's Guide.

Skill	Experience/No. of Yrs	Academic Equivalent	Duties/Responsibilities
Program Manager	10 yrs experience in direct Program Management		Responsible for task orders placed against the contract and will be accountable by the government for the technical quality, content, and results of all projects.
Senior Manager	12 yrs experience in direct Program Management of contracted workloads.		Manages multiple contracts / projects ensuring conformance to task specifications and contract provisions. Directs, oversees, and controls a team of multi-disciplined personnel to accomplish the overall management of the contracts.
Project Technical Manager	7 yrs of progressive engineering experience.		Accountable to the Program Manager for one or more task orders placed against the contract. Shall serve as a focal point for assigned projects.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Principal Scientist	Ph.D. or equivalent in a Technical Field  Possess a minimum of 12 years Post Ph.D. Experience performing progressively more complex analysis and research in a technical discipline.	Waiver Required	Supports Project Technical Manager in the execution of their duties. Lead highly complex technical studies and analysis efforts.
Senior Scientist	Ph.D. or equivalent in a Technical Field  Possess a minimum of 7 years Post Ph.D. Experience performing progressively more complex analysis and research in a technical discipline.	Waiver Required	Supports Project Technical Manager in the execution of their duties. Lead highly complex technical studies and analysis efforts.
Scientist	Ph.D. or equivalent in a Technical Field  Possess a minimum of 3 years Post Ph.D. Experience performing progressively more complex analysis and research in a technical discipline.	Waiver Required	Performs highly complex technical studies and analysis efforts.
Jr. Scientist	Ph.D. or equivalent in a Technical Field  Possess a minimum of 1 years Post Ph.D. Experience performing progressively more complex analysis and research in a technical discipline.	Waiver Required	Supports Scientists and Senior Scientists to perform highly complex technical studies and analysis efforts.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Senior Systems Engineer / Assistant Project Technical Manager	BS/MS Eng., Computer Science, Software, Mathematics, or Physics.  7yrs (5 yrs with MS degree) of progressive experience in systems integration and analysis of military hardware and software systems/processes. 2 yrs experience leading system design, integration, and analytical efforts.	Waiver Required	Supports Project Technical Manager in the execution of their duties. Provides highly technical delivery order expertise and technical guidance in solving complex hardware/software engineering problems. Provides technical leadership of all phases of hardware/software design analysis, development, integration, and implementation. Capable of determining appropriate use of technologies in solving engineering problems.
Systems Engineer	BS/MS Eng., Computer Science, Software, Mathematics, or Physics.  3yrs of directly related experience (2yrs with an MS Degree) in systems integration and analysis of military hardware and software systems/processes.	Waiver Required	Provides technical delivery order expertise and technical guidance in solving complex hardware/software engineering problems. Provides technical support of all phases of hardware/software design analysis, development, integration, and implementation. Capable of determining appropriate use of technologies in solving engineering problems.
Principal Aerospace/Mechanical Engineer	BS/MS in Aerospace Engineering, Mechanical Engineering, Physics, or Mathematics.  12 yrs directly related experience (10yrs with MS degree). At least 6 yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Aerospace/Mechanical Engineering.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Senior Aerospace/ Mechanical Engineer	BS/MS in Aerospace Engineering, Mechanical Engineering, Physics, or Mathematics.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Aerospace/ Mechanical Engineering.
Aerospace/ Mechanical Engineer	BS/MS in Aerospace Engineering, Mechanical Engineering, Physics, or Mathematics.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Aerospace/Mechanical Engineering services.
Jr. Aerospace/ Mechanical Engineer	BS/MS in Aerospace Engineering, Mechanical Engineering, Physics, or Mathematics.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Aerospace/Mechanical Engineering services.
Principal Electronic/ Electrical Engineer	BS/MS in Electronic Engineering, Electrical Engineering, Physics, or Mathematics.  12 yrs directly related experience (10 yrs with MS degree). At least 6 yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Electronic/ Electrical Engineering.
Senior Electronic/ Electrical Engineer	BS/MS in Electronic Engineering, Electrical Engineering, Physics, or Mathematics.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Electronic/ Electrical Engineering.
Electronic/ Electrical Engineer	BS/MS in Electronic Engineering, Electrical Engineering, Physics, or Mathematics.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Electronic/ Electrical Engineering services.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Jr. Electronic/ Electrical Engineer	BS/MS in Electronic Engineering, Electrical Engineering, Physics, or Mathematics.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Electronic/ Electrical Engineering services.
Principal Chemical/ Material Engineer	BS/MS in Chemical Engineering, Material Engineering, Mechanical Engineering, Physics, or Mathematics.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Chemical/Material Engineering.
Senior Chemical/ Material Engineer	BS/MS in Chemical Engineering, Material Engineering, Mechanical Engineering, Physics, or Mathematics.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Chemical/Material Engineering.
Chemical/ Material Engineer	BS/MS in Chemical Engineering, Material Engineering, Mechanical Engineering, Physics, or Mathematics.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Chemical/Material Engineering services.
Jr. Chemical/ Material Engineer	BS/MS in Chemical Engineering, Material Engineering, Mechanical Engineering, Physics, or Mathematics.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Chemical/Material Engineering services.
Principal Software Engineer	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing, Electrical Engineering, Electronic Engineering, Physics, or Mathematics.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Software Engineering.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Senior Software Engineer	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing, Electrical Engineering, Electronic Engineering, Physics, or Mathematics.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Software Engineering.
Software Engineer	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing, Electrical Engineering, Electronic Engineering, Physics, or Mathematics.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Software Engineering services.
Jr. Software Engineer	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing, Electrical Engineering, Electronic Engineering, Physics, or Mathematics.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Software Engineering services.
Principal Systems Analyst	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of software systems analysis.
Senior Systems Analyst	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of software systems analysis.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Systems Analyst	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Software systems analysis.
Jr. Systems Analyst	BS/MS in Software Engineering, Computer Science, Information Technologies, Data Processing.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Software systems analysis services.
Senior Quality Assurance/ Configuration Management Engineer	BS/MS in engineering/specialty area  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level services and technical leadership setting up QA or CM activities throughout lifecycle of projects.
Quality Assurance/ Configuration Management Engineer	3yrs directly related experience		Maintains / monitors QA or CM activities throughout lifecycle of projects.
Quality Assurance/ Configuration Management Analyst	0 to 2yrs directly related experience		Supports QA or CM activities throughout lifecycle of projects.
Principal Industrial Engineer	BS/MS in Industrial Engineering, Mechanical Engineering, Electrical Engineering, Electronic Engineering, Chemical Engineering, Material Engineering, Software Engineering, or Manufacturing Engineering.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Industrial Engineering.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Senior Industrial Engineer	BS/MS in Industrial Engineering, Mechanical Engineering, Electrical Engineering, Electronic Engineering, Chemical Engineering, Material Engineering, Software Engineering, or Manufacturing Engineering.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Industrial Engineering.
Industrial Engineer	BS/MS in Industrial Engineering, Mechanical Engineering, Electrical Engineering, Electronic Engineering, Chemical Engineering, Material Engineering, Software Engineering, or Manufacturing Engineering.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Industrial Engineering services.
Jr. Industrial Engineer	BS/MS in Industrial Engineering, Mechanical Engineering, Electrical Engineering, Electronic Engineering, Chemical Engineering, Material Engineering, Software Engineering, or Manufacturing Engineering.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Industrial Engineering services.
Principal Logistician	12yrs directly related experience At least 6yrs progressive responsibility in providing technical leadership.		Superior level Logistics services and technical leadership of Logistics Functions.
Senior Logistician	7yrs directly related experience. At least 3yrs progressive responsibility in providing technical leadership.		Senior level Logistics services and technical leadership of Logistics Functions.
Logistician	3yrs of directly related experience		Logistics services.
Jr. Logistician	0 to 2yrs directly related experience		Jr. level Logistics services.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Principal Test Engineer	BS/MS in Electrical Engineering, Electronic Engineering, Aerospace Engineering, Mechanical Engineering, Chemical Engineering, Material Engineering, Software Engineering (including degrees listed as acceptable for Software), Physics, Mathematics, Quality Assurance, or Statistical Analysis.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Test Engineering.
Senior Test Engineer	BS/MS in Electrical Engineering, Electronic Engineering, Aerospace Engineering, Mechanical Engineering, Chemical Engineering, Material Engineering, Software Engineering (including degrees listed as acceptable for Software), Physics, Mathematics, Quality Assurance, or Statistical Analysis.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Test Engineering.
Test Engineer	BS/MS in Electrical Engineering, Electronic Engineering, Aerospace Engineering, Mechanical Engineering, Chemical Engineering, Material Engineering, Software Engineering (including degrees listed as acceptable for Software), Physics, Mathematics, Quality Assurance, or Statistical Analysis.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Test Engineering services.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Jr. Test Engineer	BS/MS in Electrical Engineering, Electronic Engineering, Aerospace Engineering, Mechanical Engineering, Chemical Engineering, Material Engineering, Software Engineering (including degrees listed as acceptable for Software), Physics, Mathematics, Quality Assurance, or Statistical Analysis.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Test Engineering services.
Principal Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Chemical Engineering, Material Engineering, Industrial Engineering, Civil Engineering, Geological Engineering, Chemistry, or Physics.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Environmental Engineering.
Senior Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Chemical Engineering, Material Engineering, Industrial Engineering, Civil Engineering, Geological Engineering, Chemistry, or Physics.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Environmental Engineering.
Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Chemical Engineering, Material Engineering, Industrial Engineering, Civil Engineering, Geological Engineering, Chemistry, or Physics.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Environmental Engineering services.

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Jr. Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Chemical Engineering, Material Engineering, Industrial Engineering, Civil Engineering, Geological Engineering, Chemistry, or Physics.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Environmental Engineering services.
Principal Bio-Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or any related Medical degree.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	Waiver Required	Superior level engineering services and technical leadership of Bio-Environmental Engineering.
Senior Bio-Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or any related Medical degree.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	Waiver Required	Senior level engineering services and technical leadership of Bio-Environmental Engineering.
Bio-Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or any related Medical degree.  3yrs of directly related experience (2yrs with an MS Degree)	Waiver Required	Bio-Environmental Engineering services.

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Jr. Bio-Environmental Engineer	BS/MS in Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or any related Medical degree.  0 to 2yrs directly related experience	10 yrs direct related experience or Waiver	Jr. Bio-Environmental Engineering services.
Principal Safety Professional	BS/MS in Safety, Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or Manufacturing.  12yrs directly related experience (10yrs with MS degree). At least 6yrs progressive responsibility in providing technical leadership.	15 yrs direct related experience or Waiver	Superior level Safety Professional providing technical leadership of Safety related efforts.
Senior Safety Professional	BS/MS in Safety, Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or Manufacturing.  7yrs directly related experience (5yrs with MS degree). At least 3yrs progressive responsibility in providing technical leadership.	10 yrs direct related experience or Waiver	Senior level Safety Professional providing technical leadership of Safety related efforts.
Safety Professional	BS/MS in Safety, Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or Manufacturing.  3yrs of directly related experience (2yrs with an MS Degree)	7 yrs direct related experience or Waiver	Safety services.

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Jr. Safety Professional	BS/MS in Safety, Environmental Engineering, Bio-Environmental Engineering, Industrial Hygiene, Chemical Engineering, Material Engineering, Industrial Engineering, Chemistry, Physics or Manufacturing.  0 to 2yrs directly related experience	5 yrs direct related experience or Waiver	Jr. level Safety services.
Principal Professional Support Staff	12yrs directly related experience. At least 6yrs progressive responsibility in providing technical leadership.		Superior level services and technical leadership. Includes scientists, statisticians, mathematicians, program control, contract administration, trainers, human factors, etc.
Senior Professional Support Staff	7yrs directly related experience. At least 3yrs progressive responsibility in providing technical leadership.		Senior level services and technical leadership. Includes scientists, statisticians, mathematicians, program control, contract administration, trainers, human factors, etc.
Professional Support Staff	3 yrs experience in specialty area		Scientists, statisticians, mathematicians, program control, contract administration, trainers, human factors, etc.
Jr. Professional Support Staff	0 yrs experience in specialty area		Scientists, statisticians, mathematicians, program control, trainers, human factors, etc.
Principal Technicians	12 yrs related experience		Advanced and innovative data collection and preparation necessary to support engineering studies and reports, provide help desk support of software applications
Senior Technicians	7 yrs related experience		Complex data collection and preparation necessary to support engineering studies and reports, provide help desk support of software applications

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Technicians	2 yrs related experience		Basic data collection and preparation necessary to support engineering studies and reports, provide help desk support of software applications
Jr. Technicians	0 yrs related experience		Support data collection and preparation necessary to support engineering studies and reports, provide help desk support of software applications
Principal Drafting/CAD	12 yrs progressive experience in CAD drafting		Advanced and innovative usage of CAD software in generating detailed engineering drawings necessary to support engineering studies and reports
Senior Drafting/CAD	7 yrs progressive experience in CAD drafting		Complex usage of CAD software in generating detailed engineering drawings necessary to support engineering studies and reports
Drafting/CAD	3 yrs progressive experience in CAD drafting		Capable of using CAD software in generating detailed engineering drawings necessary to support engineering studies and reports
Jr. Drafting/CAD	0 yrs related experience		Support usage of CAD software in generating detailed engineering drawings necessary to support engineering studies and reports
Senior Documentation / Technical Writer	7 yrs experience in writing engineering documentation in an aerospace environment.		Provide Senior level technical writing function for complex engineering specifications, user manuals, monthly reports, engineering studies, etc.
Documentation / Technical Writer	3 yrs experience in writing engineering documentation in an aerospace environment.		Provide technical writing function for engineering specifications, user manuals, monthly reports, engineering studies, etc.

<b>Skill</b>	<b>Experience/No. of Yrs</b>	<b>Academic Equivalent</b>	<b>Duties/Responsibilities</b>
Jr. Documentation / Technical Writer	0 yrs experience in writing engineering documentation in an aerospace environment.		Provide technical writing support for engineering specifications, user manuals, monthly reports, engineering studies, etc.
Senior Administrative Assistant	7 years Secretarial and Administrative Experience		Perform senior level clerical tasks using advanced processes and software in support of contract.
Administrative Assistant	3 years Secretarial and Administrative Experience		Perform routine clerical tasks in support of contract.
Jr. Administrative Assistant	0 years Secretarial and Administrative Experience		Support routine clerical tasks in support of contract.